

Washington State Employers' Workforce Training Needs and Practice Survey, 2004

A Chart Book By Workforce Development Areas

Workforce Training and Education Coordinating Board

August 2004

Q1. Has your firm/organization hired any new employees in the last 12 months? (For All Firms)

Q1	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	Industry Average
Ag_Food	95%	39%	44%	63%	42%	28%	64%	58%	25%	98%	81%	85%	56%
Construction	49%	83%	76%	60%	39%	18%	17%	59%	26%	56%	93%	79%	56%
High_Tech	65%	51%	43%	66%	60%	53%	49%	47%	77%	63%	79%	38%	52%
Manufacturing	54%	50%	31%	50%	37%	53%	63%	65%	77%	66%	41%	55%	48%
Services	57%	37%	47%	59%	53%	48%	60%	56%	54%	41%	57%	55%	51%
Trade	65%	58%	60%	76%	71%	64%	43%	66%	59%	60%	60%	75%	61%
F.I.R.E. Trans. Wrhs. Utl. Gov.	74%	57%	52%	45%	34%	59%	65%	42%	75%	74%	49%	48%	55%
WDC Average	63%	51%	52%	62%	53%	50%	53%	58%	56%	55%	60%	63%	55%

Q3. Among Firms Looking, Percentage Reporting Difficulty Finding Qualified Applicants

Q3	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	Industry Average
Ag_Food	20%	63%	52%	26%	79%	28%	59%	43%	72%	14%	36%	38%	44%
Construction	84%	68%	73%	88%	94%	64%	84%	19%	46%	22%	90%	56%	65%
High_Tech	49%	29%	82%	70%	77%	21%	12%	27%	29%	44%	27%	38%	54%
Manufacturing	63%	58%	35%	51%	44%	84%	42%	32%	53%	58%	67%	64%	49%
Services	42%	45%	36%	50%	25%	73%	27%	40%	49%	43%	25%	39%	38%
Trade	36%	58%	80%	34%	56%	43%	36%	24%	31%	22%	36%	40%	51%
F.I.R.E. Trans. Wrhs. Utl. Gov.	48%	48%	48%	34%	43%	39%	40%	17%	40%	11%	58%	69%	42%
WDC Average	44%	53%	54%	45%	46%	56%	38%	30%	42%	28%	41%	46%	45%

Among Firms Looking, Percentage Reporting Difficulty Finding Qualified Applicants													Average by Firm Size
Q3	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	
1-4 Workers	50%	52%	71%	49%	47%	45%	30%	28%	39%	22%	37%	55%	50%
5-19 Workers	35%	49%	31%	34%	40%	69%	43%	25%	43%	30%	48%	30%	37%
20-99 Workers	50%	67%	65%	52%	56%	46%	43%	49%	46%	45%	35%	51%	54%
100+ Workers	53%	63%	47%	51%	57%	63%	48%	39%	55%	45%	51%	67%	49%
WDC Average	44%	53%	54%	45%	46%	56%	38%	30%	42%	28%	41%	46%	45%

Q4. How did your firm/organization respond to the difficulty finding qualified applicants? (Among Firms with Difficulty Hiring)

a) Did not fill the opening

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	ALL
Yes	27%	29%	45%	62%	30%	53%	19%	36%	28%	48%	42%	44%	41%
No	73%	71%	55%	38%	70%	47%	81%	64%	72%	52%	58%	56%	59%
WDC N	1293	1201	19751	2629	2688	2691	2472	3279	3666	1996	2557	2884	47107

b) Hired a less qualified

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	ALL
Yes	78%	78%	62%	57%	77%	50%	55%	78%	49%	57%	57%	59%	62%
No	22%	22%	38%	43%	23%	50%	45%	22%	51%	43%	43%	41%	38%
WDC N	1561	1399	16981	2333	2973	2820	2827	3246	3501	1729	2616	2704	44690

c) Outsourced the work/service

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	ALL
Yes	22%	17%	33%	5%	46%	26%	13%	24%	15%	29%	32%	31%	28%
No	78%	83%	67%	95%	54%	74%	87%	76%	85%	71%	68%	69%	72%
WDC N	1259	1081	14417	1757	2649	2260	2443	3105	3282	1516	2365	2688	38822

d) Increased overtime for employees

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	ALL
Yes	52%	48%	55%	70%	51%	56%	24%	38%	51%	45%	44%	48%	50%
No	48%	52%	45%	30%	49%	44%	76%	62%	49%	55%	56%	52%	50%
WDC N	1295	1089	16266	2311	3364	2276	2357	3270	3567	1579	2621	2835	42830

e) Increased recruiting efforts

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	All
Yes	73%	71%	81%	61%	73%	61%	73%	31%	92%	57%	88%	57%	72%
No	27%	29%	19%	39%	27%	39%	27%	69%	-8%	43%	12%	43%	28%
WDC N	1314	1359	15849	2221	2695	2571	2716	3225	3426	1605	2454	2849	42284

f) Increased wages to attract applicants

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	All
Yes	27%	31%	36%	37%	65%	32%	41%	14%	19%	28%	25%	32%	34%
No	73%	69%	64%	63%	35%	68%	59%	86%	81%	72%	75%	68%	66%
WDC N	1287	1205	14815	1942	3636	2607	2331	3135	3195	1587	2101	2704	40545

Note: N in each table is the number of employers who answered the question.

Q6. In general, how much difficulty has your firm/organization experienced in the last 12 months finding qualified applicants with the different education levels listed below? (Percent of Firms with Difficulty Hiring at that Education Level, among Firms with Difficulty Hiring Only)

Without High School/GED Diploma	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	
Much Difficulty	1%	11%	.	0%	36%	2%	27%	.	9%	3%	41%	2%	8%
Some Difficulty	8%	8%	0%	41%	9%	11%	24%	1%	6%	25%	26%	17%	11%
No Difficulty	91%	81%	100%	58%	55%	87%	49%	99%	85%	72%	33%	81%	81%
N	684	784	6214	1366	1563	1467	1257	1695	2325	1750	1019	1573	21697

With High School/GED Diploma	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	
Much Difficulty	7%	5%	5%	0%	0%	0%	2%	0%	12%	3%	10%	10%	5%
Some Difficulty	28%	8%	8%	27%	18%	29%	53%	28%	11%	49%	28%	14%	19%
No Difficulty	65%	87%	87%	73%	82%	71%	45%	72%	77%	47%	62%	76%	76%
N	1088	1269	16125	1661	2078	2435	2685	2592	2763	1904	1881	2251	38732

With Some Coursework in College, No Degree	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	
Much Difficulty	15%	8%	4%	4%	7%	0%	7%	1%	12%	54%	17%	5%	8%
Some Difficulty	45%	47%	15%	47%	41%	44%	61%	43%	22%	19%	45%	32%	27%
No Difficulty	40%	45%	81%	48%	52%	55%	32%	56%	66%	26%	38%	63%	65%
N	759	1008	15289	1290	2173	1821	973	1248	2436	1412	1816	1672	31897

With Vocational Certificate	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	
Much Difficulty	26%	41%	9%	68%	33%	23%	8%	1%	17%	37%	21%	9%	17%
Some Difficulty	27%	22%	35%	24%	13%	47%	80%	36%	25%	45%	41%	70%	36%
No Difficulty	48%	36%	56%	8%	53%	30%	13%	63%	58%	18%	38%	20%	47%
N	589	807	15522	1321	1976	1129	902	1689	2235	1719	2113	1602	31604

With Vocational Associate Degree	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	
Much Difficulty	31%	51%	10%	36%	28%	19%	5%	2%	7%	28%	39%	32%	16%
Some Difficulty	42%	32%	70%	28%	18%	25%	51%	37%	18%	55%	25%	12%	51%
No Difficulty	27%	18%	20%	36%	55%	56%	45%	61%	75%	17%	36%	56%	33%
N	371	723	13296	623	1642	780	258	1731	1632	1190	1144	1136	24526

With Academic Associate Degree	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	
Much Difficulty	10%	27%	13%	4%	9%	12%	30%	10%	7%	57%	23%	33%	17%
Some Difficulty	71%	53%	50%	69%	16%	17%	30%	70%	12%	32%	43%	41%	42%
No Difficulty	19%	20%	37%	27%	75%	71%	39%	20%	82%	11%	34%	26%	40%
N	562	643	7480	493	1327	795	503	876	1605	1188	1371	1163	18006

With BA/BS Degree	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	
Much Difficulty	15%	52%	13%	49%	5%	28%	18%	15%	10%	49%	32%	50%	21%
Some Difficulty	63%	31%	64%	23%	23%	23%	76%	57%	13%	30%	39%	26%	46%
No Difficulty	21%	18%	23%	29%	71%	49%	6%	28%	77%	21%	29%	24%	32%
N	626	669	7756	604	1347	719	929	750	1725	913	1308	1165	18511

With Graduate or Professional Degree	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	
Much Difficulty	15%	42%	41%	49%	42%	42%	53%	72%	14%	61%	86%	72%	45%
Some Difficulty	42%	41%	37%	24%	14%	4%	42%	3%	1%	18%	6%	18%	22%
No Difficulty	43%	17%	22%	27%	43%	54%	5%	25%	85%	21%	8%	10%	32%
N	252	684	2810	333	1741	462	485	432	1308	856	348	1016	10727

Note: N in each table is the number of employers who answered the question.

Q7. How much difficulty has your firm/organization had finding employees with the following skills?

Firms that had difficulty finding applicants with sufficient reading skills (Of Firms with Difficulty Hiring)													
Q7a	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	9%	2%	11%	8%	22%	4%	.	.	0%	10%	0%	2%	7%
Some Difficulty	37%	26%	37%	26%	3%	28%	49%	24%	35%	21%	40%	15%	31%
No Difficulty	54%	72%	51%	66%	75%	68%	51%	76%	65%	69%	59%	83%	62%
N	1372	1345	14436	2574	3254	3164	2912	2544	3378	1758	3116	2671	42524

Firms that had difficulty finding applicants with sufficient writing skills (Of Firms with Difficulty)													
Q7b	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	10%	4%	10%	9%	22%	1%	0%	0%	6%	10%	8%	4%	8%
Some Difficulty	42%	54%	68%	33%	18%	49%	68%	34%	66%	30%	47%	54%	55%
No Difficulty	47%	42%	22%	58%	60%	50%	32%	66%	28%	60%	45%	42%	37%
N	1422	1513	19989	2451	3339	3120	2864	2529	3447	1761	2924	2564	47923

Percent of Firms that had difficulty finding applicants with sufficient math skills (Of Firms with Difficulty Hiring)													
Q7c	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	12%	9%	12%	17%	25%	6%	4%	3%	7%	12%	21%	6%	12%
Some Difficulty	44%	44%	63%	33%	26%	66%	31%	30%	43%	30%	38%	72%	50%
No Difficulty	44%	46%	25%	51%	49%	28%	65%	67%	50%	58%	41%	21%	38%
N	1539	1419	19324	2550	3133	3111	2610	2757	3522	1779	2673	2602	47019

Percent of Firms that had difficulty finding applicants with sufficient job-specific skills (Of Firms with Difficulty Hiring)													
Q7d	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	19%	46%	69%	40%	37%	39%	48%	53%	27%	71%	50%	41%	53%
Some Difficulty	74%	46%	20%	40%	57%	40%	48%	45%	68%	24%	48%	55%	38%
No Difficulty	7%	7%	11%	20%	6%	21%	4%	2%	6%	5%	2%	4%	9%
N	1480	1689	19825	2703	3649	3137	3164	2697	3621	1798	3003	2871	49637

Percent of Firms that had difficulty finding applicants with sufficient computer skills (Of Firms with Difficulty Hiring)													
Q7e	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	20%	5%	35%	7%	27%	11%	1%	0%	9%	44%	8%	15%	23%
Some Difficulty	49%	86%	45%	21%	37%	68%	37%	75%	72%	36%	39%	57%	49%
No Difficulty	31%	9%	20%	72%	36%	21%	63%	25%	18%	20%	53%	28%	28%
N	1005	1291	19114	1533	2619	2699	2105	2271	2514	1196	2559	1679	40585

Percent of Firms that had difficulty finding applicants with sufficient team work skills (Of Firms with Difficulty Hiring)													
Q7f	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	11%	21%	10%	14%	22%	16%	11%	15%	17%	17%	15%	17%	14%
Some Difficulty	53%	66%	65%	36%	53%	74%	60%	64%	73%	53%	56%	50%	61%
No Difficulty	36%	13%	25%	51%	25%	10%	29%	21%	10%	30%	29%	33%	25%
N	1583	1659	16858	2494	3429	2985	3062	2253	3648	1803	2798	2682	45254

Percent of Firms that had difficulty finding applicants with sufficient problem solving skills (Of Firms With Difficultly)													
Q7g	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	26%	29%	47%	37%	30%	16%	10%	37%	25%	28%	36%	38%	34%
Some Difficulty	43%	61%	49%	43%	53%	77%	85%	22%	71%	51%	38%	51%	53%
No Difficulty	31%	9%	4%	19%	16%	7%	6%	41%	4%	21%	26%	11%	13%
N	1409	1602	14464	2586	3501	3077	3153	3330	3615	1923	3342	2686	44688

Percent of Firms that had difficulty finding applicants with sufficient communication skills (Of Firms with Difficulty Hiring)													
Q7h	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	24%	18%	12%	19%	19%	17%	3%	10%	14%	3%	6%	17%	13%
Some Difficulty	49%	71%	76%	57%	52%	71%	91%	76%	73%	64%	66%	61%	71%
No Difficulty	27%	11%	12%	24%	30%	13%	6%	14%	13%	34%	28%	22%	17%
N	1544	1680	20124	2584	3609	3136	2998	3342	3621	1972	3351	2794	50755

Percent of Firms that had difficulty finding applicants with good work habit (Of Firms with Difficulty Hiring)													
Q7i	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	26%	28%	32%	24%	28%	34%	27%	35%	34%	13%	47%	45%	32%
Some Difficulty	45%	60%	57%	43%	43%	53%	49%	26%	57%	70%	49%	32%	51%
No Difficulty	30%	12%	10%	34%	29%	13%	25%	39%	9%	17%	4%	23%	17%
N	1588	1725	22569	2411	3670	3081	3119	3366	3669	2018	2698	2699	52613

Percent of Firms that had difficulty finding applicants with sufficient ability to accept supervision (Of Firms with Difficulty Hiring)													
Q7j	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	16%	28%	12%	5%	22%	21%	9%	17%	12%	22%	7%	15%	14%
Some Difficulty	33%	57%	68%	56%	36%	56%	53%	30%	38%	40%	60%	52%	55%
No Difficulty	52%	15%	20%	39%	43%	23%	38%	53%	50%	38%	33%	33%	31%
N	1617	1376	20067	2408	3609	3085	3119	3306	3621	1961	3209	2705	50083

Percent of Firms that had difficulty finding applicants with sufficient ability to adapt to changes (Of Firms with Difficulty Hiring)													
Q7k	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	All
Much Difficulty	25%	16%	20%	14%	17%	29%	8%	22%	10%	38%	6%	15%	18%
Some Difficulty	48%	76%	76%	65%	49%	54%	69%	37%	47%	31%	54%	62%	62%
No Difficulty	27%	8%	4%	21%	34%	17%	23%	41%	43%	31%	40%	23%	21%
N	1385	1545	16964	2534	3728	2686	2956	3366	3237	1928	3362	2662	46353

Note: N in each table is the number of employers who answered the question.

Q8. Which of the following has resulted from your firm's difficulty in finding qualified applicants?
(Among Firms with Difficulty Hiring)

a) Lowered overall productivity

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	ALL
Yes	53%	64%	85%	61%	69%	62%	59%	54%	48%	64%	67%	55%	69%
No	47%	36%	15%	39%	31%	38%	41%	46%	52%	36%	33%	45%	31%
WDC N	1578	1698	17746	2855	3673	3278	3006	3291	3615	2128	3589	2732	49189

b) Reduced product or service quality

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	ALL
Yes	53%	48%	62%	35%	57%	39%	59%	84%	43%	43%	53%	59%	56%
No	47%	52%	38%	65%	43%	61%	41%	16%	57%	57%	47%	41%	44%
WDC N	1580	1665	17527	2831	3633	3224	3129	3360	3657	2166	3551	2703	49026

c) Reduced production output or sales

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	ALL
Yes	54%	65%	75%	49%	57%	61%	75%	68%	82%	74%	79%	69%	70%
No	46%	35%	25%	51%	43%	39%	25%	32%	18%	26%	21%	31%	30%
WDC N	1538	1603	17659	2706	3633	3278	3172	2025	3543	2149	3562	2159	47027

d) Prevented firm from expanding its facilities

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	ALL
Yes	23%	41%	23%	36%	40%	27%	25%	27%	51%	65%	34%	35%	31%
No	77%	59%	77%	64%	60%	73%	75%	73%	49%	35%	66%	65%	69%
WDC N	1528	1733	22435	2844	3435	3224	2886	3348	3123	2097	3436	2289	52378

e) Prevented firm from developing new products/services

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	ALL
Yes	12%	23%	30%	37%	38%	16%	21%	27%	55%	64%	18%	42%	31%
No	88%	77%	70%	63%	62%	84%	79%	73%	45%	36%	82%	58%	69%
WDC N	1547	1743	17524	2701	3482	3187	2843	3294	3246	2082	3069	2298	47016

f) Caused firm to move some operations out of Washington

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	ALL
Yes	10%	4%	6%	8%	0%	0%	3%	2%	1%	1%	8%	2%	4%
No	90%	96%	94%	92%	100%	100%	97%	98%	99%	99%	92%	98%	96%
WDC N	1520	1748	22336	2702	3566	3206	2883	3051	3525	2149	2885	2570	52141

Note: N in each table is the number of employers who answered the question.

Q9. How will your firm's/organization's need for employees with each of the types of education listed below change in the next five years?
(All Firms)

Q9a. Without a high school diploma/GED	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	
Increase	16%	7%	8%	13%	21%	6%	12%	23%	12%	8%	22%	14%	12%
Stay Same	72%	83%	69%	82%	64%	83%	82%	60%	58%	75%	72%	64%	70%
Decrease	13%	9%	23%	5%	15%	11%	6%	16%	30%	17%	6%	22%	18%

Q9b. Without a high school	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	
Increase	23%	20%	14%	16%	8%	12%	20%	27%	30%	13%	13%	13%	17%
Stay Same	74%	76%	77%	79%	84%	87%	79%	69%	59%	80%	84%	78%	77%
Decrease	3%	3%	9%	6%	7%	1%	1%	3%	11%	8%	3%	8%	6%

Q9c. Some college course work beyond high school	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	
Increase	35%	31%	22%	33%	20%	23%	30%	37%	28%	29%	40%	23%	27%
Stay Same	62%	67%	75%	60%	79%	77%	68%	61%	60%	67%	59%	71%	70%
Decrease	3%	2%	3%	7%	1%	0%	1%	3%	11%	4%	1%	5%	3%

Q9d. A vocational diploma or	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	
Increase	45%	34%	37%	34%	29%	28%	31%	33%	27%	33%	42%	44%	35%
Stay Same	50%	66%	60%	66%	71%	72%	68%	67%	72%	63%	58%	55%	64%
Decrease	5%	1%	3%	.	.	0%	1%	0%	1%	4%	0%	1%	2%

Q9e. A vocational associate	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	
Increase	40%	27%	35%	24%	18%	17%	17%	23%	38%	29%	34%	33%	30%
Stay Same	53%	73%	63%	76%	80%	81%	82%	74%	60%	67%	65%	63%	68%
Decrease	6%	0%	2%	.	2%	1%	1%	3%	2%	4%	1%	4%	2%

Q9f. An academic associate	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	
Increase	46%	25%	27%	27%	22%	21%	21%	47%	40%	28%	35%	43%	30%
Stay Same	51%	75%	71%	63%	78%	79%	77%	50%	58%	70%	65%	56%	68%
Decrease	4%	0%	2%	10%	0%	0%	3%	3%	2%	2%	0%	0%	2%

Q9g. A baccalaureate degree	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	
Increase	44%	22%	34%	29%	20%	33%	45%	44%	28%	31%	43%	30%	34%
Stay Same	45%	76%	66%	56%	80%	65%	55%	56%	69%	67%	51%	69%	64%
Decrease	11%	2%	0%	15%	0%	2%	0%	0%	2%	2%	6%	1%	2%

Q9h. A Graduate or Professional	WDC NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	
Increase	20%	16%	25%	19%	10%	28%	35%	20%	33%	16%	32%	33%	24%
Stay Same	56%	72%	65%	62%	90%	66%	65%	70%	55%	82%	62%	66%	68%
Decrease	24%	12%	10%	19%	0%	6%	0%	10%	12%	2%	6%	2%	8%

Note: N in each table is the number of employers who answered the question.

Q10. In the last three years, have the skills required to adequately perform production or support jobs (primary or front-line services or support jobs) increased, decreased, or remained the same?

Q10. For All Firms	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	ALL
Increase	48%	46%	55%	41%	28%	46%	63%	42%	47%	44%	43%	43%	48%
Stay	49%	52%	41%	56%	66%	39%	32%	57%	50%	46%	53%	56%	47%
Decrease	2%	2%	4%	3%	5%	11%	5%	0%	2%	10%	4%	1%	4%

Q14. In the last three years, has the percentage of your employees who receive classroom training, workshops, or seminars of some kind increased, decreased, or stayed about the same?

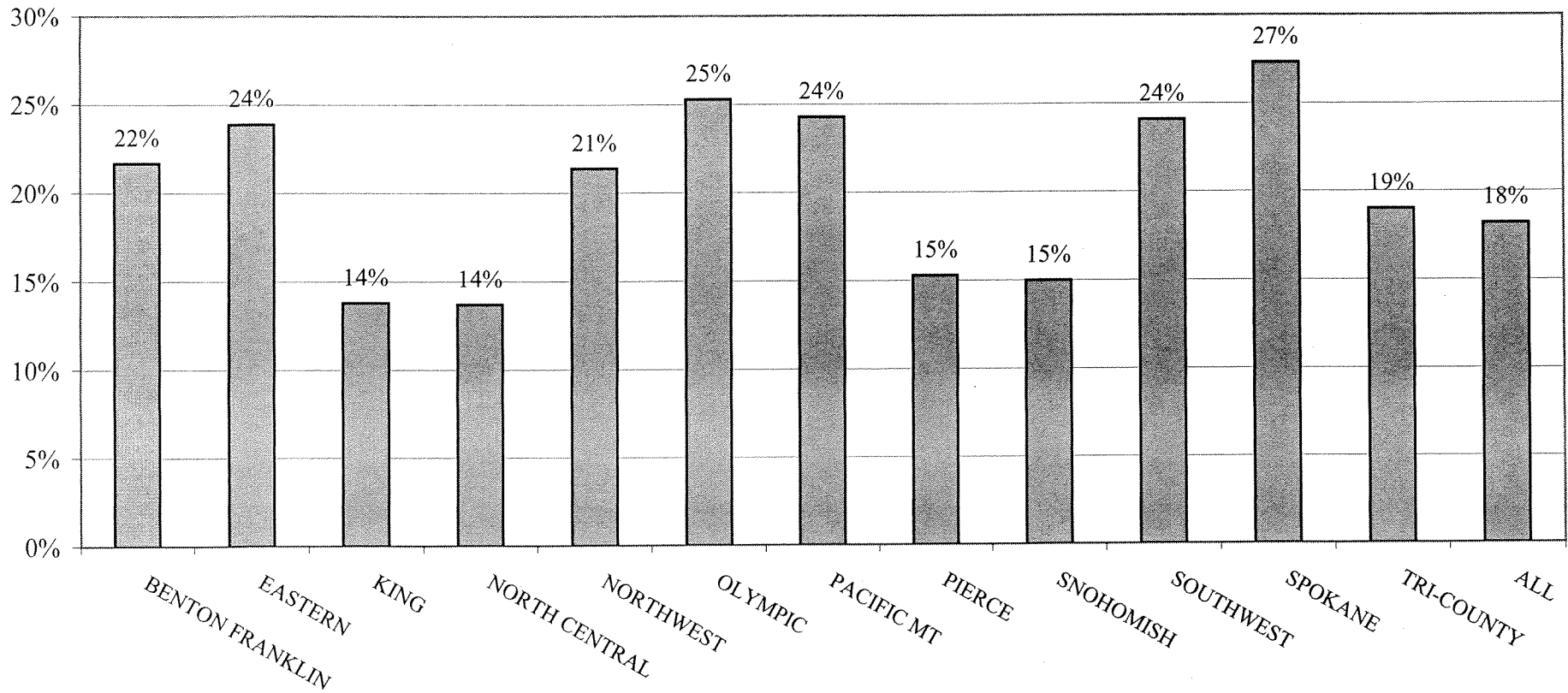
Q14. For All Firms	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTH WEST	SPO- KANE	TRI- COUNTY	ALL
Increase	44%	46%	41%	22%	40%	28%	51%	37%	62%	25%	41%	58%	41%
Stay	53%	50%	54%	77%	52%	71%	44%	60%	33%	63%	58%	39%	55%
Decrease	3%	4%	5%	1%	8%	1%	5%	2%	6%	12%	0%	3%	4%

Note: N in each table is the number of employers who answered the question.

Q12. For each type of employee listed below, approximately what percentage received classroom training, workshops, or seminars (lasting at least 4 hours) in the last 12 months?

Q12 Occupations	Managerial and administrative occupations	Professional occupations	Technical and paraprofessional occupations	Marketing and sales-related occupations	Clerical and administrative support occupations	Service occupations	Production, construction, operation, maintenance, and material-handling occupations	Agricultural, forestry, fishing, and related occupations
BENTON								
FRANKLIN	56%	32%	39%	34%	38%	29%	25%	11%
EASTERN	53%	38%	42%	20%	41%	17%	27%	7%
KING	57%	29%	43%	21%	32%	43%	15%	4%
NORTH								
CENTRAL	51%	31%	38%	14%	30%	19%	12%	15%
NORTHWEST	52%	38%	48%	31%	33%	33%	31%	12%
OLYMPIC	47%	33%	25%	23%	24%	22%	13%	1%
PACIFIC MT	47%	46%	38%	24%	32%	21%	19%	15%
PIERCE	49%	37%	33%	47%	41%	33%	29%	1%
SNOHOMISH	57%	35%	34%	25%	30%	33%	27%	7%
SOUTHWEST	56%	34%	38%	12%	36%	43%	15%	5%
SPOKANE	52%	42%	30%	25%	39%	26%	31%	2%
TRI-COUNTY	69%	52%	32%	19%	39%	34%	32%	6%
Statewide	54%	35%	38%	24%	34%	34%	20%	6%

**Q13. Management Estimates On Percent Of Current Employees Who
Need Further Formal Training**



Q15. Which of the following are reasons for your increase in training?

Q15 Reasons For Increase Training	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY
Changes in products or services	62%	74%	90%	53%	67%	55%	81%	73%	59%	58%	40%	65%
Changes in technology	63%	87%	84%	80%	64%	70%	62%	92%	86%	81%	83%	79%
Changes in the organization of work	44%	77%	32%	68%	46%	41%	30%	66%	75%	55%	57%	30%
Need to improve the quality of your output	88%	95%	56%	76%	71%	52%	53%	91%	98%	74%	88%	63%
Need to improve worker productivity	73%	83%	91%	82%	76%	43%	53%	79%	84%	79%	58%	56%
New hires did not have necessary skills	53%	68%	64%	85%	67%	69%	66%	87%	62%	59%	32%	67%
To help employees develop more positive attitudes and work habits	78%	49%	70%	69%	71%	55%	49%	71%	82%	66%	60%	62%
To keep up with competition from foreign countries	13%	2%	20%	3%	1%	2%	6%	0%	22%	1%	13%	8%
To keep up with competitors at home	54%	54%	53%	50%	44%	41%	35%	43%	83%	60%	37%	48%
To improve the morale of employees	64%	44%	75%	87%	74%	68%	75%	66%	78%	58%	66%	90%
To promote the personal or career development of employees	71%	73%	70%	82%	80%	84%	76%	60%	89%	94%	67%	95%
Legal requirements forced us to increase training	90%	78%	71%	85%	83%	73%	55%	64%	97%	95%	63%	96%

Percent Of Employers That Provided Various Trainings For At Least Four Hours, Or Had A Tuition Reimbursement Program, Or A Written Plan For On-The-Job Training, In The Last 12 Months

INDUSTRY PRACTICE IN JOB RELATED TRAININGS FOR EMPLOYEES	Classroom Training Provided/Paid For Any Employee (Q11)	Classroom Training, Workshop, Seminar						Tuition Reimbursement				On-the-Job Training Was In A Written Plan Or An Agreement (Q26)
		In Work-Place Practices (Q20)		For Basic Skills (Q21)		In Job Specific Skills (Q22)		For Any Employee (Q24)		Restricted To Job- Related Training Only (Q25)		
		Q11=Yes	All	Q11=Yes	All	Q11=Yes	All	Q11=Yes	All	Q11=Yes	All	
BENTON	52%	79%	41%	10%	5%	88%	46%	59%	31%	70%	37%	37%
FRANKLIN	50%	62%	31%	15%	8%	76%	38%	38%	19%	94%	47%	25%
EASTERN	49%	55%	27%	10%	5%	65%	32%	36%	17%	78%	38%	37%
KING												
NORTH	53%	79%	42%	11%	6%	76%	40%	33%	18%	93%	49%	39%
CENTRAL	43%	74%	32%	5%	2%	79%	34%	29%	12%	87%	38%	37%
NORTHWEST	40%	60%	24%	9%	4%	66%	26%	40%	16%	95%	38%	30%
OLYMPIC	50%	76%	38%	9%	5%	83%	41%	42%	21%	67%	33%	30%
PACIFIC MT	45%	71%	32%	20%	9%	77%	35%	39%	18%	76%	35%	39%
PIERCE	46%	75%	35%	17%	8%	75%	35%	21%	9%	77%	35%	41%
SNOHOMISH	51%	74%	38%	19%	10%	92%	47%	43%	22%	96%	49%	52%
SOUTHWEST	46%	83%	38%	33%	15%	83%	38%	24%	11%	76%	35%	35%
SPOKANE	53%	73%	38%	16%	8%	73%	39%	27%	14%	89%	47%	44%
TRI-COUNTY												

Q27. For each type of employee listed below, approximately what percentage received on-the-job training in the last 12 months.

Q27. Major Occupation Groups	BENTON FRANKLIN	EASTE RN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO- MISH	SOUTHW EST	SPO- KANE	TRI- COUNTY	ALL
Managerial and administrative occupations	38%	44%	42%	45%	46%	53%	39%	49%	48%	31%	41%	38%	43%
Professional occupations	32%	24%	40%	28%	22%	26%	28%	34%	36%	16%	35%	25%	33%
Technical and paraprofessional occupations	24%	33%	41%	22%	29%	29%	25%	32%	19%	19%	28%	24%	31%
Marketing and sales-related occupations	35%	22%	35%	22%	38%	35%	29%	54%	42%	17%	29%	41%	35%
Clerical and administrative support occupations	37%	26%	47%	24%	51%	57%	38%	38%	30%	25%	35%	31%	40%
Service occupations	53%	43%	48%	19%	29%	53%	27%	37%	31%	42%	31%	37%	40%
Production, construction, operation, maintenance, and material-handling occupations	35%	18%	38%	16%	29%	19%	31%	32%	25%	17%	18%	10%	29%
Agricultural, forestry, fishing, and related occupations	14%	5%	18%	4%	7%	1%	12%	8%	7%	8%	1%	2%	11%

Q29. What percent of your firm's/organization's current employees are in jobs that require each of the educational levels listed below?

Q29. Education Level	BENTON FRANKLIN	EAS-TERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPO-KANE	TRI-COUNTY	ALL
Neither a high school diploma nor a GED	15%	12%	8%	30%	13%	27%	23%	22%	22%	21%	17%	16%	16%
A high school diploma or GED	42%	34%	34%	34%	35%	49%	41%	46%	36%	37%	42%	45%	38%
Some college course work of training beyond high school	10%	21%	18%	12%	18%	15%	12%	10%	17%	16%	9%	9%	15%
A vocational diploma or certificate	5%	7%	4%	3%	11%	4%	8%	11%	14%	7%	5%	5%	7%
A vocational associate degree	1%	3%	1%	1%	1%	4%	1%	2%	3%	4%	3%	1%	2%
An academic associate (A.A. or A.S.) degree	4%	7%	5%	5%	4%	2%	3%	3%	4%	5%	5%	4%	4%
A baccalaureate (B.A. or B.S. degree)	13%	12%	17%	9%	10%	9%	11%	5%	7%	13%	11%	16%	12%
A graduate or professional degree	4%	6%	13%	5%	5%	5%	1%	1%	5%	2%	7%	4%	7%

Q30. What percent of your non-supervisory employees uses computers in their jobs?

Q30. Computer Use for Non-Supervisors by Industry	Ag_Food	Construction	High_Tech	Manufac turing	Services	Trade	F.I.R.E. Trans. Wrhs. Util. Gov.	WDC Mean	N
BENTON FRANKLIN	55%	19%	73%	52%	52%	30%	50%	43%	5878
EASTERN	29%	4%	65%	37%	54%	32%	61%	44%	6639
KING	28%	23%	84%	27%	64%	91%	67%	68%	72630
NORTH CENTRAL	17%	6%	85%	27%	40%	32%	43%	35%	9406
NORTHWEST	45%	4%	65%	41%	60%	28%	64%	45%	15288
OLYMPIC	32%	31%	74%	21%	55%	48%	58%	50%	11633
PACIFIC MT	12%	10%	64%	19%	43%	49%	66%	44%	15803
PIERCE	30%	29%	81%	31%	31%	37%	66%	39%	19257
SNOHOMISH	12%	27%	84%	31%	78%	19%	65%	49%	15579
SOUTHWEST	14%	8%	93%	32%	45%	27%	81%	42%	13549
SPOKANE	60%	7%	86%	33%	29%	40%	79%	40%	15038
TRI-COUNTY	9%	3%	85%	44%	47%	34%	72%	42%	9745
Industry Mean	27%	17%	81%	30%	54%	52%	66%	51%	210445

**FINAL SAMPLE SIZE
2003 NEEDS AND PRACTICES SURVEY**

WDA Distribution	Sample Frame	Completed Surveys	% Complete	Margin of Error (%)
Benton Franklin	880	253	29	6.2
Eastern	875	258	29	6.1
King	1,158	256	22	6.1
North Central	938	246	26	6.3
Northwest	1,008	238	24	6.4
Olympic	846	217	24	6.8
Pacific MT	1,024	259	25	6.1
Pierce	1,012	229	23	6.5
Snohomish	1,063	261	25	6.1
Southwest	1,000	246	25	6.3
Spokane	1,039	252	24	6.2
Tri-County	952	253	27	6.2
ALL	11,795	2,968	25%	1.8%

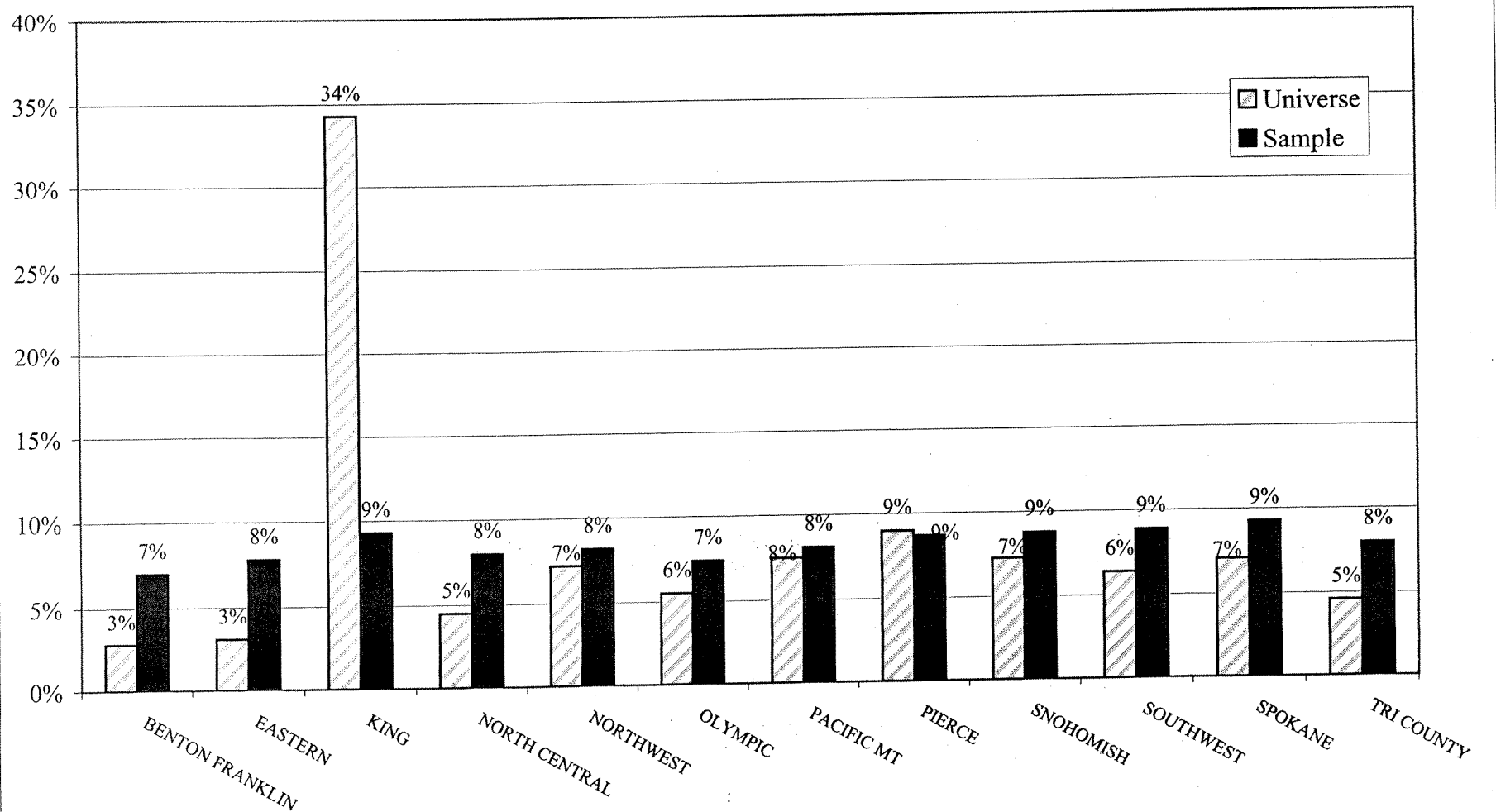
Note: Data collection took place from August 14 through November 21, 2003.

There are a total of 178 questions possible in the questionnaire, although employers only need to answer questions pertinent to them.

Distribution of the Employers Universe_03	AGRICULTURE- FOOD		CONSTRUC TION		HIGH TECH		MANUFACT URING		F.I.R.E. Trans. Wrhs. Utl. Gov.		SERVICES		TRADE		ALL	
	Row		Row		Row		Row		Row		Row		Row		Row	
	N	Pctn	N	Pctn	N	Pctn	N	Pctn	N	Pctn	N	Pctn	N	Pctn	N	Colon Pctn
BENTON FRANKLIN	261	4.3%	479	8.0%	98	1.6%	129	2.1%	867	14.4%	2475	41.3%	1673	27.9%	5982	2.8%
EASTERN	289	4.2%	512	7.6%	83	1.2%	224	3.3%	1221	18.1%	2653	39.3%	1752	26.0%	6734	3.1%
KING	1355	1.8%	4302	5.9%	2057	2.8%	2682	3.6%	10692	14.6%	31622	43.4%	20047	27.5%	72757	34.3%
NORTH CENTRAL	464	4.8%	797	8.3%	107	1.1%	230	2.4%	1542	16.1%	3688	38.6%	2707	28.3%	9535	4.5%
NORTHWEST	489	3.1%	1532	9.9%	294	1.9%	513	3.3%	2179	14.1%	6073	39.4%	4309	28.0%	15389	7.2%
OLYMPIC	325	2.7%	1220	10.4%	218	1.8%	319	2.7%	1606	13.7%	5009	42.7%	3017	25.7%	11714	5.5%
PACIFIC MT	471	2.9%	1363	8.5%	236	1.4%	541	3.3%	2580	16.1%	6415	40.2%	4333	27.1%	15939	7.5%
PIERCE	404	2.0%	1499	7.7%	311	1.6%	621	3.2%	2930	15.2%	8068	41.9%	5408	28.1%	19241	9.0%
SNOHOMISH	402	2.5%	1498	9.6%	283	1.8%	632	4.0%	2052	13.1%	6195	39.7%	4525	29.0%	15587	7.3%
SOUTHWEST	320	2.3%	1397	10.2%	273	1.9%	583	4.2%	2198	16.0%	5316	38.8%	3580	26.1%	13667	6.4%
SPOKANE	362	2.3%	1112	7.3%	341	2.2%	549	3.6%	2234	14.7%	6256	41.1%	4338	28.5%	15192	7.1%
TRI COUNTY	444	4.4%	817	8.2%	95	0.9%	295	2.9%	1487	15.0%	3804	38.5%	2933	29.7%	9875	4.6%
Statewide	5586	2.6%	16528	7.8%	4396	2.0%	7318	3.4%	31588	14.9%	87574	41.3%	58622	27.7%	211612	100%

Distribution of the Employers Universe_03	Firm_Size									
	1-4 Employees		5-19 Employees		20-99 Employees		100 or More Employees		All	
	N	Row Pctn	N	Row Pctn	N	Row Pctn	N	Row Pctn	N	Colon Pctn
BENTON FRANKLIN	3383	56.5%	97	1.6%	613	10.2%	1889	31.5%	5982	2.8%
EASTERN	4399	65.3%	76	1.1%	507	7.5%	1752	26.0%	6734	3.1%
KING	41504	57.0%	22616	31.0%	7219	9.9%	1418	1.9%	72757	34.3%
NORTH CENTRAL	6176	64.7%	2509	26.3%	706	7.4%	144	1.5%	9535	4.5%
NORTHWEST	9612	62.4%	4356	28.3%	1231	7.9%	190	1.2%	15389	7.2%
OLYMPIC	7763	66.2%	2994	25.5%	856	7.3%	101	0.8%	11714	5.5%
PACIFIC MT	10269	64.4%	4202	26.3%	1257	7.8%	211	1.3%	15939	7.5%
PIERCE	11514	59.8%	5489	28.5%	1912	9.9%	326	1.6%	19241	9.0%
SNOHOMISH	9308	59.7%	4562	29.2%	1489	9.5%	228	1.4%	15587	7.3%
SOUTHWEST	8136	59.5%	4121	30.1%	1213	8.8%	197	1.4%	13667	6.4%
SPOKANE	8502	55.9%	4833	31.8%	1571	10.3%	286	1.8%	15192	7.1%
TRI COUNTY	6114	61.9%	2697	27.3%	888	8.9%	176	1.7%	9875	4.6%
Statewide	126680	59.8%	62020	29.3%	19462	9.1%	3450	1.6%	211612	100%

2003 Employers Workforce Training Needs and Practice Survey Sample Distribution By WDC



2003 Employers Workforce Training Needs and Practice Survey

Sample Distribution By Firm Size

